FISCAL NOTE: Effect on local government:	tip employees define		Petition	State of Nevada	
EXPLANATION: Matter in italics is new; matter in brackets [] is material to be smitted. EXPLANATION: Matter in italics is new; matter in brackets [] is material to be smitted. AN ACT relating to labor; prohibiting employer from requiring an employee to share his tips or gratuities with certain other employees; providing penalty; and providing other matters properly relating the SECRETARY OF STATE The People of the State of Nevada do enact as follows: Section 1. NRS 608.160 is hereby amended to read as follows: 608.160 1. All gratuities or tips given to an employee are the sole property of the employees. It is unlawful for any [person] employer, department head, supervisor, or any other representative of the employees. (b) Apply as a credit toward the payment of the statutory minimum hourly wage established by any [person] employer, department head, supervisor, or any other representative of the employees. (c) Determine which employees are eligible to receive an allocation of tips from the shared pool it ips or gratuities. 1. It shall be lawful for an employer to require elligible employees who are the actual and direct recipient of tips or gratuities shall be designated as eligible employees and them. Employees who are the actual and direct recipient of tips or gratuities betweed upon them. Eligible employees may be actualled from the pool. Additionally, no eligible employees may be excluded from the pool. Nothing contained in this section shall be constructed to prevent such eligible employees from entering into an agreement to divide such tips or gratuities among themselves. In addition to any enforcement action that may be taken by the Labor Commissioner or the State of competent partial class of the pool	up unproject define	A: Pronibits employer fi d.	from requiring employee to share	e tips or gratuities with certain other e	employees. Eligi
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Description of Effect

If enacted, NRS 608.160 will be amended to:

Prohibit an employer from requiring an employee to share his tips or gratuities with certain other employees. Retain the employees' right to pool tips among themselves. Ensure that any applicable collective bargaining agreement regarding tip pooling we be permitted without interference. Permits employees to pursue civil actions in a court and delineates enforcement actions and remedies courts may impose.

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